

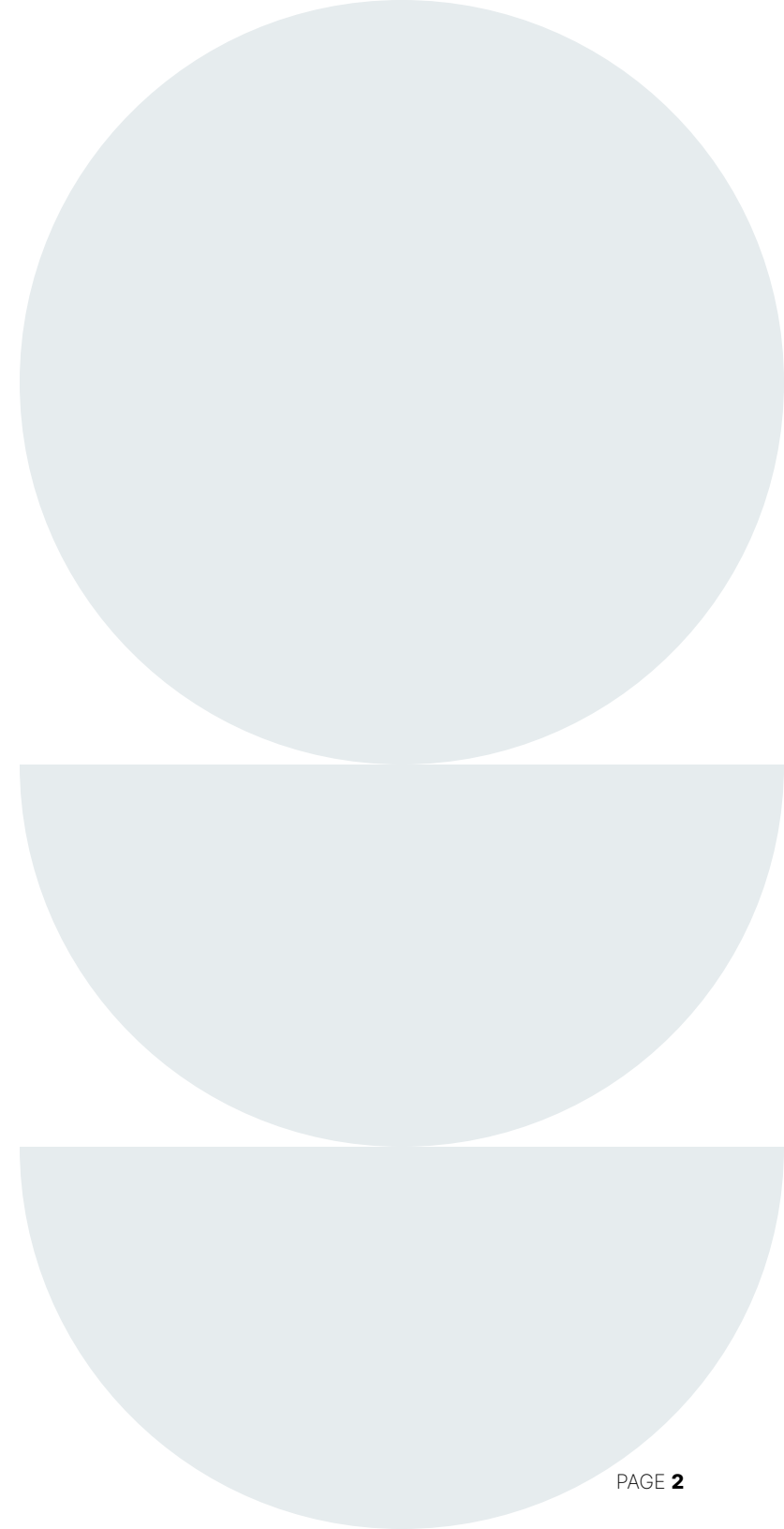
2022

IMPACT REPORT



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Who is Ellucian?

Ellucian powers higher education to empower student success, continuously delivering solutions for more than 2,900 customers across 50 countries, serving 22 million students.

A recognized market leader for decades, Ellucian uniquely understands how technology empowers institutions with the insights they need now and into the future.

The Ellucian SaaS platform is an open, powerful solution built uniquely for the needs and challenges of learning institutions, from community colleges to public university systems and more.



Why Ellucian?

With our SaaS-enabled ecosystem of open and flexible technology solutions, institutions can be agile, scalable, and efficient while innovating for the future. Only Ellucian combines higher education expertise, focused innovation, and deep partnership to unlock the full potential of higher education institutions.



2,900
customers



50+
countries



22 Million
students served



1,600+
higher ed institutions use
an Ellucian SaaS solution

A Message from Our President and CEO



Empowering Student Success

I am proud to introduce Ellucian's 2022 Impact Report. This is our annual opportunity to share highlights of our work—beyond our solutions and services—to empower student success.

We ground everything we do at Ellucian in our core mission—powering higher education to empower student success. This includes initiatives focused on helping students in financial need, reducing our impact on the environment, and creating a culture that values diversity, equity and inclusion.

For example, the Ellucian Foundation's PATH Scholarship program, which was launched in 2020 in response to the COVID-19 pandemic, has provided more than \$1.6 million in scholarship grants to 1,900+ students in financial distress. In 2022, U.S. PATH awards were focused exclusively on Minority Serving Institutions (MSIs). Spanning across the country, MSIs represent 2-year, 4-year, public, and private institutions. MSIs are more likely to serve students who are first-generation-to-college and have less access to wealth in their communities. PATH Scholarships support these students by helping to cover expenses like childcare, tuition, and rent, enabling them to complete their educational goals.

Our commitment to powering student success also led us to create the Student Accelerator Program in 2022, specifically designed to engage students attending MSIs, including Historically Black Colleges and Universities (HBCUs). Students who participated received an inside look at the hiring process and coaching on how to be more competitive for internships, and the job market after graduation.

Our work with the Student Accelerator Program is an external reflection of our deep commitment to building an inclusive culture at Ellucian where all employees can do their best work. More than 65% of our employees participated in events focused on diversity, equity, and inclusion in 2022, including company-wide conversations focused on mitigating biases, allyship, and opportunities offered by our 11 vibrant Employee Resource Groups.

And finally, like the students and institutions we serve, we are increasingly focused on sustainability. As a company, Ellucian is taking tangible steps to reduce our impact on the environment and support climate action projects. In 2022, we set our first-ever greenhouse gas (GHG) reduction target. We have also committed to offsetting our 2022 emissions as we work in parallel to reduce emissions across our business operations.

Every year, we strengthen our commitment to be a trusted partner and empower the success of students, our employees, and our communities. I invite you to learn more about our efforts in our 2022 Impact Report.

Sincerely,

A handwritten signature in black ink, appearing to read 'Laura K. Ipsen'.

Laura K. Ipsen



Our Core Values

In 2022, we engaged a cross-functional team to reimagine our core values. At Ellucian, we **Lead, Innovate, Grow, Humanize, and Transform** as we work with our customers to shape the future of higher education and empower student success.

We chose **LIGHT** as an acronym for our values due to the significance of the word in our company name. The word “Ellucian” was created from three components:

- *Elucidate* (English) meaning “make (something) clear; explain”
- *Luc* (root, Latin), meaning “to bring light or clarify via knowledge or education”
- *-ian* (suffix, latin) meaning “one from, relating to”

When these three come together to form *Ellucian*, it means “one who brings light or knowledge through education.” Our values serve as a guide as we power higher education to empower student success.

Greenhouse Gas Emissions and Waste Management



Our Initiatives

Ellucian is committed to reducing greenhouse gas (GHG) emissions and waste from our business activities. We will also empower our employees with the tools and knowledge to reduce their impact on the environment as individuals.

Setting our GHG Reduction Target and Offsetting Emissions

In 2022, Ellucian set its first-ever GHG reduction target and committed to offset our 2022 emissions by investing in carbon offsets in 2023. Setting a target is an important step in our journey to reduce GHG emissions across all operations. As we continue to reduce our emissions, investing in offsets will provide us with an opportunity to support climate action globally.

Reducing Emissions at Our Facilities

In 2022, Ellucian committed to purchase renewable energy certificates (RECs) to power our Malvern, Pennsylvania office. Purchasing RECs validates that the energy we are using is being generated by a renewable source. By the end of 2023, our Malvern office—which is the second largest behind our Reston, Virginia headquarters—will be running on 100% renewable energy.

Ellucian is also pursuing green leases in buildings we do not own through the Green Lease Leaders guidelines. This process helps to align the tenant and landlord on sustainability principles and practices.

Empowering Employees

Ellucian's GoGreen Employee Resource Group brings employees together to focus on working and living more sustainably. The employee-led group offers learning and engagement opportunities year-round. In 2022, these included an ongoing series of new recipes for Meatless Monday, initiatives to clean up local parks, and resources for creating safe housecleaning products.

Reducing and Recycling Waste

Ellucian recycles IT equipment through partnerships globally. In 2022, over 1,000 laptops were donated to schools around the world. Additionally, Ellucian recycles office waste with in-office and out-of-office resources.



FEATURE STORY

Setting GHG Reduction Targets and Offsetting Emissions

In 2022, Ellucian joined other Vista portfolio companies in signing [the Vista CEO Climate pledge](#). By signing, we committed to continue to measure our GHG emissions annually, set GHG reduction targets, reduce emissions through cross-company efforts, and offset emissions on an annual basis.

Ellucian has measured our GHG emissions for 2019, 2020 and 2021. In 2022, the Ellucian executive team approved a target of **absolute reduction of GHG emissions across scopes 1, 2, and 3 by 25% from 2019 (baseline year) to 2025**.

In part due to reduced business travel and occupancy in our facilities, we have exceeded this target as of the end of 2021. Our focus now is to continue our positive reduction trend as travel and other business activities adjust to current norms.

Ellucian will have a comprehensive view of 2022 emissions during the second half of 2023. At that time, we will re-assess our baseline year to ensure it accurately represents current business activity. Our intent is to seek SBTi certification in the future, which will require shifting away from 2019 as a baseline year.

In 2023, Ellucian will offset our emissions for 2022. We are considering a diverse set of climate action projects for investment as we fully quantify the emissions to be offset and evaluate the best projects for impact.

Reducing GHG Emissions at Ellucian Offices

Ellucian is continuing to find ways to minimize the environmental impact of our offices, including purchasing renewable energy certificates (RECs), reducing our office footprint, and pursuing Green Leases.

In 2022, the Malvern, Pennsylvania office began investing in RECs for all its energy use in 2023. RECs validate that the energy being purchased for use in our facility is from a renewable energy source.

The RECs being purchased by Ellucian are Green-e certified, meaning Green-e Energy verifies that Ellucian RECs are not sold to any other party. The decision to purchase RECs was made to promote renewable energy development and lower Ellucian's Scope 2 emissions. Through the RECs, Ellucian's Malvern office will use 100% renewable energy from low- or zero-emissions sources as of 2023.

As facilities transitioned to support more remote and hybrid work, Ellucian reduced square footage by a total of 55,648 sq ft across the portfolio in 2022. This will lead to a reduction in our scope 2 GHG emissions in 2023.

Also in 2022, Ellucian began the process of greening our leases through the Green Lease Leaders guidelines for tenants. Green Lease Leaders guide tenants and landlords to create a green lease, which breaks down the split-incentive barrier to sustainable solutions and fairly aligns the financial and environmental benefits of sustainability initiatives for both parties. This includes creating new sustainability guidelines for exploring tenant spaces and questionnaires about sustainability initiatives for the landlord, as well as a green partnership between the two created in the wording of the lease. A fully executed Green Lease is in process with the main office in Reston, Virginia and is on schedule to be completed in early 2023.



IMPACT STORY

Go Green ERG—Employee Leadership in Sustainability

Members of the Go Green Employee Resource Group had a great year sharing sustainable and eco-friendly practices that employees can use to make an impact in their communities.

In 2022, Go Green brought back in-person activities as part of Earth Week in April. Members came together for a new event each day, sharing Meatless Monday recipes, exchanging gardening tips, engaging in a discussion on the issues of fast fashion, learning how to make safe housecleaning

products, and volunteering in park cleanup events at multiple locations.

Throughout 2022, Go Green members continued to come together to educate each other about sustainability across a wide variety of topics through their bi-weekly “Green Rapport” meetings, including topics such as yard care and gardening, sustainable eating habits, the beauty industry, product packaging, best practices for recycling, and plastic reduction.

Go Green also continued to hold popular DIY events for employees to make their own products sustainably, including sunscreen, lip balms, and bath bombs, and encouraged members to reuse items through a recycled art competition. Members closed out December by competing for funding for designated charities through a series of “Minute to Win It” games. Through this, WE ACT for Environmental Justice received \$700 in contributions, and Rainforest Alliance received \$300.



IMPACT STORY

Human-I-T—Recycling and Donating Legacy IT Equipment

Recycling and donating IT equipment is critical to Ellucian's goal of reducing our environmental footprint. In the U.S., we partner with Human-I-T to ensure waste does not end up in landfills. Human-I-T is a nonprofit and social enterprise that creates equitable access to technology by providing devices, internet access, digital skills training, and tech support for local communities. They empower businesses and organizations to divert waste from landfills and protect our planet.

UNITED KINGDOM

Donation to Winslow School: 26 laptops

Donation to Lake View School: 15 laptops

AUSTRALIA

Donation to MTC Australia: 17 laptops

In our Latin America and Caribbean offices, IT equipment is recycled by CADESE, Centro de Acopio de Desechos Electronicos SAS de CV. In our European offices, most of the equipment is donated to local schools. We can proudly report that in 2022, Ellucian donated a total of 1,091 laptops for this effort, along with the following additional foundation and school donations in various regions:

UNITED STATES

Reston, VA

Donation to MiKiDo Foundation: 24 laptops

Malvern, PA

Donation to Downingtown Area Robotics (DAR): 10 laptops

Donation to PhillyKids: 19 laptops

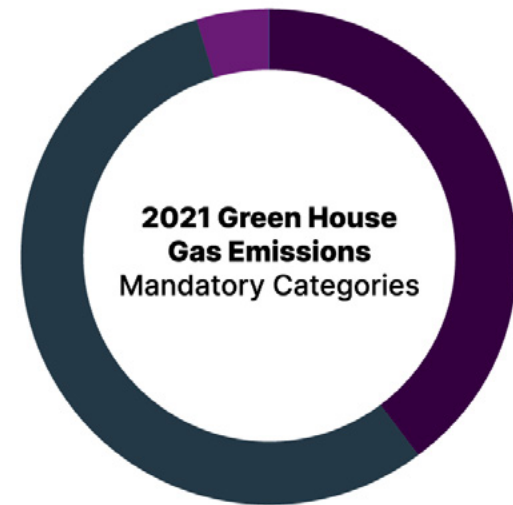
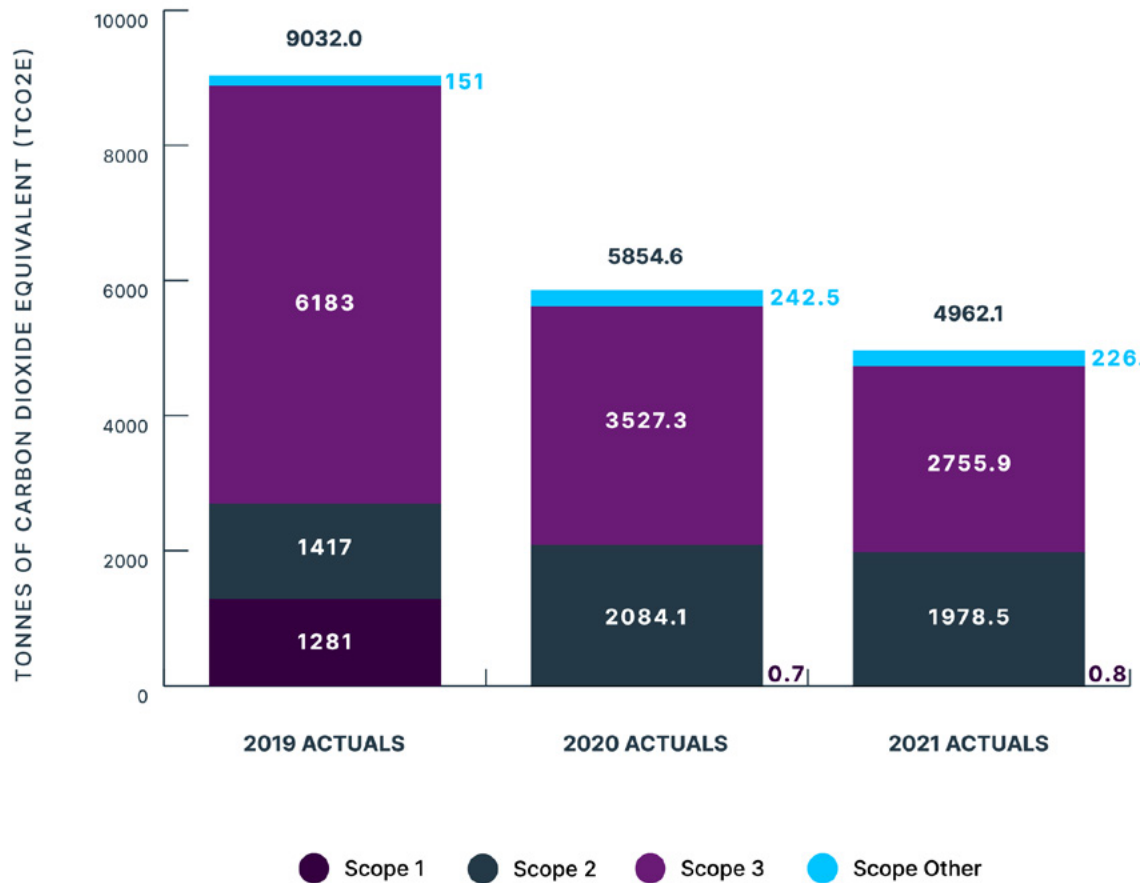
Chandler, AZ

Donation to Red Oak Autism Academy: 8 laptops



GHG Emissions Data for 2021

After measuring our GHG emissions for 2019 as a baseline, we measured emissions for 2020 and 2021 in partnership with Greenstone+, a global sustainability software provider. Our emissions for 2022 will be available by the second half of 2023. Please see endnotes for methodology alignment with GHG protocol and relevant boundary selections for the data.²



- Scope 1 | 0.8
- Scope 2 | 1978.5
- Scope 3 | 2755.9
- Scope Other | 226.9

Sustainability Priorities for 2023



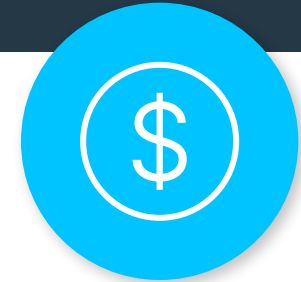
GHG Reduction Team

Build a cross-company team with the goal of integrating and embedding GHG emissions reduction as a priority in all business operations



GHG Reduction Plan

Build a three-year roadmap for GHG emissions reductions across Scopes 1, 2, and 3



Offset 2022 Emissions

Select and invest in carbon offsets to support climate action projects

Philanthropy and Community Engagement



Our Initiatives

Ellucian Works Year-Round to Create Pathways for Student Success

We believe that all students should have access to a quality education and be empowered to achieve their educational goals. Ellucian, the Ellucian Foundation, and our employees invest in student success through a range of programs. From scholarships that provide direct financial assistance to supporting essentials such as food and classroom materials, our efforts help students around the world see education as an accessible, achievable path.

PATH Scholarship Program

Every year, financial distress leads millions of students to leave school without reaching their educational goals. Since its founding, the Progress, Accomplishment, Thriving, Hope (PATH) Scholarship—offered by the Ellucian Foundation—has provided over \$1.6M in grants to 1,900+ students. PATH funds help cover necessities such as housing, tuition, and food, making it possible for students to keep their education on track. In 2022, U.S. PATH grants were focused on supporting students at Minority Serving Institutions.

India Investments

In India, we contribute to education-focused charities to fulfill our responsibilities under the India Companies Act.

Employee Giving and Volunteering

Ellucian offers opportunities to our employees throughout the year to make contributions to and volunteer for charitable organizations.

All Ellucian employees are encouraged to volunteer for causes they care about with our charitable leave policy, which offers 40 hours of paid time off annually. In 2022, Ellucian employees volunteered over 5,900 hours—a 23% increase over 2021—with charitable leave in their communities.



FEATURE STORY

PATH Scholarship Program

The Ellucian Foundation's PATH Scholarship program—launched in 2020 in response to the COVID-19 pandemic—has provided over \$1.6 million in scholarship grants to more than 1,900 students in financial distress.

In 2022, the program focused on funding scholarships for students enrolled in four-year and two-year Minority Serving Institutions (MSIs), including Historically Black Colleges and Universities (HBCUs) (as defined by federal legislation) in the United States. Scholarships were also offered to higher education institutions in Australia, Canada, Colombia, Dominican Republic, Ecuador, Ireland, Lebanon, New Zealand, and United Kingdom.

“Receiving the Ellucian Foundation PATH Scholarship means that I will be able to prioritize and focus on my education rather than worry about how to finance it.”

—2022 PATH Scholarship Student Recipient, Pacific University

Many PATH scholarship recipients indicated that financial hardships are an obstacle to completing their education. “Federal MSI recognition requires that institutions have low educational and general expenditures, meaning that these institutions have fewer resources with which to serve their students,” reads a report from the American Council on Education and Center for Policy Research and Strategy. “Further, the financial circumstances of the students MSIs serve limit their ability to raise tuition and endowment revenue in pursuit of institutional mission.”¹ These factors make the impact of the PATH scholarship profound for these institutions and their students. The PATH Scholarship—which offered up to \$1,500 per student in 2022—can be a critical resource for retention.

“This program provided invaluable support to our students who were needing additional assistance,” shared an administrator from Our Lady of the Lake University. “Because of this award, our students are edging closer to achieving their goal of earning a degree.”

A total of 37 U.S. institutions were awarded scholarship grants between \$10,000 and \$25,000 in 2022. Those institutions then distributed the scholarships to students based on financial need. Higher education institutions outside the U.S. are following a similar process to distribute funds in 2023.

IMPACT STORY

Hecho Por Ángeles Foundation

Ellucian employees in the Puebla, Mexico offices coordinated a donation of backpacks and school supplies to children with disabilities through Hecho por Ángeles, A.C. The donations benefitted 40 children by providing supplies like pens, pencils, calculators, and pencil cases as the children prepared for the upcoming school year. Ellucian was also able to provide 10 laptops for children to use as educational tools.

“Hecho por Ángeles delivers critical education and services to children and adults who

need and deserve the tools for a high quality of life,” said Ilse Daniel, Ellucian Puebla office administrator, and an organizer of the donation effort. “I am inspired by the work of this organization and the generosity of my colleagues in delivering much needed support to these amazing children and families.”

Hecho por Ángeles, AC is a nonprofit organization founded to address discrimination and social inequality in education, health, and job opportunities experienced by people with disabilities.

The mission of this organization is to improve the quality of life for people with disabilities, single mothers, and the elderly by providing education, services, and healthcare. The ultimate goal is to close the educational and vocational gaps experienced by these demographics in Mexico and beyond.



Supporting Students and Communities in Bangalore

Ellucian employees in Bangalore, Karnataka, India actively engage with non-governmental organizations serving schools and the broader community. Ellucian has a multi-year partnership with the India Literacy Project focused on providing children in government schools with a vibrant learning environment. In 2022, employees assembled 500 paper microscopes and delivered scratch programming training for more than 40 instructors. Those instructors will go on to work with more than 1,200 schools, reaching thousands of students annually.

Ellucian also engages directly with schools in need of supplies, furniture, and maintenance. Employees often recommend schools in their local communities and organize Ellucian colleagues to help. In 2022, these efforts provided backpacks, books, stationery, and other school supplies to approximately 700 students across Karnataka. Other donations included furniture and classroom paint to two Karnataka-based schools.

Employees in Bangalore also support the broader community with investments and

volunteering. For example, in 2022, Ellucian supported the Indian Army Welfare Fund with a financial gift. As a year-end celebration, employees gathered to compose 1,400 seed balls to be planted in the Nagarahole National Park in partnership with Way for Life, a non-governmental organization.



IMPACT STORY

Feed My Starving Children

Millions of children around the world face undernutrition due to acute food insecurity, leading to preventable diseases and profoundly impacting learning opportunities. In November 2022, Ellucian team members joined other companies and school groups in Mesa, Arizona to pack and distribute nutritious, life-saving meals with Feed My Starving Children (FMSC), a nonprofit that has reached more than 70 countries since its founding in 1987.

Organized into teams, each member was tasked with a different step in the packaging

process. The assembly line combined ingredients such as soy, vitamins, and vegetables for packs that would eventually be shipped out to one of several FMSC partner countries. The consistent work of weighing ingredients and sealing packs was enlivened by a friendly competition with other tables.

As the event wrapped up, the volunteers learned that in the brief time they'd spent together, they'd packed 31,968 meals that fed 87 children in Venezuela for a whole year.

Cherice Cumberbatch, Ellucian Sr. Customer Implementation Consultant, shared an experience from the event: "That day, 148 individuals, including 16 Ellucian employees, changed the lives of 87 children. Granted, it may be a small drop in the bucket, but it feels great to be a part of a team that continues to make a global impact."



IMPACT STORY

Generation Hope

In partnership with Generation Hope, a 501(c)(3) nonprofit organization, employees in the Ellucian's Reston, Virginia headquarters participated in an end-of-year giving drive to help student parents in the Washington, DC area.

Founded in 2010, Generation Hope works directly with parents who are pursuing higher education and helping prepare their own children for school. The organization provides parents with counseling and support, a connection to resources, and access to basic goods when needed.

At a systemic level, Generation Hope is working to influence the higher education ecosystem to better meet the needs of student parents. The organization partners directly with institutions and works to address and eliminate racial disparities that impact student parents at every point of the educational and career journey.

As part of the 2022 giving drive, Ellucian employees provided toothbrushes, toothpaste, shampoo, deodorant, cleaning supplies, diapers and disposable training pants, soap, socks, and other essentials.



IMPACT STORY

Socks for The Season

Socks for the Season was established in 2017 by Ellucian employees Linda Casotti and Sue Patterson to address the desperate need for socks in homeless shelters during the cold winter months.

Sue and Linda reached out to various Ellucian colleagues in U.S. offices and, in the first year, gathered over 3,000 pairs of socks for donation to various U.S. shelters. Many dedicated Ellucian volunteers—in partnership with several community businesses and one anatomy class at West Chester University of Pennsylvania—have been involved in the evolution and growth of this initiative ever since.

Socks for the Season donated 4,830 pairs of socks in 2022. The socks were distributed across the U.S. to shelters such as Cradles to Crayons in Philadelphia, Pennsylvania, Frisco Family Services in Frisco, Texas, and Hope Heals in Warrenton, Virginia. The program closed out its sixth year in 2022 with a cumulative total of more than 26,000 pairs donated.



IMPACT STORY

Rise Against Hunger

The Ellucian office in Malvern, Pennsylvania participated in a food-packing event held with Rise Against Hunger, a nonprofit organization that coordinates the packaging and distribution of food to developing countries. Employees packed 10,000 meals in two hours to support communities in Haiti through the nonprofit Salesian Missions.

The day celebrated the end of the year and the holiday season at the Malvern office, providing the opportunity to spend quality time in-person with coworkers while giving back globally.



Donated Technology Supports Robotics Team

Downingtown Area Robotics (DAR) is a not-for-profit, volunteer-based organization that provides STEM education to students in grades K–12 through competitive robotics. The organization engages students from around the Chester County, Pennsylvania area and relies on the support of that community.

DAR follows the [FIRST Robotics program](#), which organizes the educational activities into various levels and ages. For kids at the elementary level, FIRST LEGO League (FLL) uses LEGO Robotics components to teach the basics of teamwork, robot design, and programming. At the middle school level, FIRST Tech Challenge (FTC) builds on this by introducing more advanced design skills and programming. For the kids in high school, FIRST Robotics Competition (FRC) provides a real-life design challenge to build a robot from scratch in six to eight weeks using typical industrial design techniques.

Ellucian leaders in our Malvern, Pennsylvania office donated used laptops, iPads, and iPhones to this program. Extensive use of

computers is required for the students to access the tools they need to learn and implement their ideas. Donated laptops are also used for 3D solids modeling software, 3D printers, and Computerized Numerical Control (CNC) machine tools to design an industrial-level robot.

Ellucian Director of Enterprise Architecture Krishna Gabbireddy helped to mentor robotics teams and volunteered as judge at many robotics competitions through DAR when his children were program participants. “Competitive robotics teaches kids incredibly valuable computer and engineering skills,” said Gabbireddy, who encouraged Ellucian to make the technology donations. “By participating, they also improve their communication, leadership, and collaboration skills, boosting their confidence and benefitting them across all aspects of their development.”



Using Charity Leave to Serve Children in the United Kingdom

Ellucian offers all employees globally 40 hours of leave to use in service to their charities of choice. Cheryl McGahey, director of solutions consulting who works remotely in the UK, shares how she used her charity leave in 2022.

Ellucian: Please tell us about your role at Ellucian.

McGahey: I take a hands-on approach in building and enabling the Europe and Middle East team of Solutions Consultants. We drive and innovate business solutions and digital transformations and consult with customers and prospects to understand their business needs and pain points. We help qualify customer needs and identify opportunities to deliver business outcomes.

Ellucian: You leveraged Ellucian's charity leave benefit in 2022 to serve two charities—The Girls' Network and Queen Alexandra Hospital. Why was it important to you to volunteer?

McGahey: Using the Ellucian charity leave provided me a great opportunity to step away from the laptop and give my time to others. Both charities remind me how lucky I am to be healthy, happy, loved, and successful. One of the most powerful things about mentoring is the fact that as a mentor, I also learn and grow as much as the young girl I am mentoring.

Ellucian: What is the Girls' Network and what role did you play as a volunteer?

McGahey: The Girls' Network, established in 2013, is a UK charity that began as a one-to-one mentoring program to inspire and empower girls aged 14–19 from the least advantaged communities by connecting them with a mentor and a network of professional role models who are women. The Girls' Network believes no girl's future should be limited by background, gender, or parental income. I have served as a mentor since 2016 and Ellucian continued to support me in this activity in 2022. We discuss topics such as revision and exams, higher education, careers, interviews, ambitions, strengths and weaknesses, role models, money and time management, communication techniques, and networking opportunities.

Ellucian: Similarly, please tell us about Queen Alexandra Hospital and the role you played there as a volunteer.

McGahey: Queen Alexandra Hospital is my local hospital in Portsmouth (UK), and every few months I visit the children's ward with a dramatic arts academy, and we entertain the children and their families. I am always the one dressed in costume. In 2022 I have been Peppa Pig, Sully from Monsters Inc., and Olaf from Frozen.



Ellucian: How would you describe the impact your volunteerism has had on those you served?

McGahey: Mentoring for the Girls' Network is an amazing way to share my experience and skills with a girl that might not benefit from this support otherwise. I give my mentee a toolkit of life skills to become more self-sufficient in bringing out their own potential, recognizing the need for self-care, and how to ask for support. It is incredible to see their confidence grow.

The hospital visits bring a smile to everyone—the children, their families, and the staff. No one wants to be in hospital, so being a distraction, a talking point, and a photo opportunity brings a lot of joy.

Ellucian and Employees Give Globally

Ellucian employees are passionate about education and engaged in a range of other causes based on their personal interests. We offer all employees access to the Bonusly platform, which encourages expressions of gratitude from employee to employee through a monthly allowance of points. Once points are accumulated, the employee can spend them across dozens of options, including making a charitable donation.

In 2022, employees donated over \$12,200 via Bonusly. Charities included those focused on disaster relief—such as the International Rescue Committee and World Central Kitchen—as well as organizations aligned with higher education needs—such as Swipe Out Hunger.

As a company, Ellucian is a member of a global higher education community. When there is a global humanitarian crisis, we support organizations who are making a difference on the ground. Ellucian and its employees stepped in to support the people of Ukraine in March 2022 as millions fled their home country for refuge after the start of the Russia-Ukraine war. Ellucian contributed to a donation of \$5 million from Blackstone to support Ukrainian refugees, as well as \$50,000 in corporate

contributions across World Central Kitchen, International Medical Corps, and UNICEF USA. Ellucian employees also collectively provided an additional \$26,000 in personal contributions to the same three organizations.

We integrate charitable giving opportunities whenever possible into employee events across the year. As we closed 2022, Ellucian supported three employee learning sessions focused on partner charities India Literacy Project, Rise Against Hunger, and Swipe Out Hunger. For each of the 700+ employees who attended the sessions, Ellucian made a donation to the respective organization, generating more than \$7,000 in contributions.

Ellucian continues to grow and refine our corporate and employee giving programs to support organizations dedicated to student success, crisis response, and other causes important to our employees.



2022 Philanthropy and Community Engagement



37

U.S. Minority Serving Institutions



14

Non-U.S. Higher Education Institutions



640+

Students Supported by PATH Scholarships



5,900+

Hours Volunteered by Ellucian Employees

Number of Institutions Selected for PATH Scholarship Grants

2023 Philanthropy and Community Engagement Goals



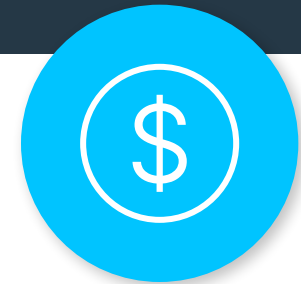
Tell the Stories of Non-U.S. Grant Recipients

The Ellucian Foundation will assess the impact of PATH Scholarship grants on non-U.S. institutions and their students through targeted surveying and interviews. We will gain a deeper understanding as we tell the story of student recipients in these institutions and continue to shape the PATH Scholarships to help support their needs.



Connect Employees with Nonprofits Globally

Ellucian employees are eager to learn about nonprofit and non-governmental organizations supporting higher education and student needs globally. We will increase our outreach to and opportunities for engagement with these organizations in 2023.



Promoting Opportunities for Volunteering and Giving

In 2023, we will continue to promote opportunities for community volunteerism leveraging Ellucian's charity leave benefit. We will also seek to integrate charitable giving and volunteering wherever possible at company events across the year.

Diversity, Equity, and Inclusion



Our Initiatives

Ellucian is committed to cultivating an inclusive culture that celebrates differences, attracts diverse talent, and inspires an open environment in which all employees can do their best work as their full selves.

We embrace the diversity of our employees and are dedicated to using our resources to combat inequities in our communities. Ellucian's Diversity, Equity, and Inclusion (DE&I) initiatives are applicable to every aspect of our work environment and are a top priority for leaders across the company.

All employees of Ellucian have a responsibility to always treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions, and at all other company-sponsored and participative events.

Employees Actively Engage in DE&I Initiatives

In 2022, more than 65% of Ellucian employees actively participated in events focused on DE&I. These included our Real Talk series on understanding bias and allyship, as well as engagement opportunities offered by our 11 active Employee Resource Groups (ERGs). For example, the Ubuntu ERG led a giving campaign for Swipe Out Hunger, an organization dedicated to eliminating student hunger on higher education campuses in the U.S. and Canada. Another example is the work of the Prism ERG, which led Ellucian's participation in the DC Capital Pride Parade in June 2022. These opportunities encourage Ellucian employees to keep DE&I top of mind in all facets of our work environment.

Supporting Equity and Inclusion in Our Communities

Our commitment to DE&I extends into the communities in which we and our customers operate, and our employees live.

In support of women reentering the workforce after stepping away to care for a young child, Ellucian's team in Bangalore piloted the India ReStart program in 2022. The program will offer eligible women intensive job training for a full-time role at Ellucian. ReStart has been a success in India, with four women participating and two being hired full-time in 2022. Our goal is to scale this program to other parts of the world in 2023.

In 2022—for the sixth year in a row—Ellucian attended the White House HBCU Conference,

which is attended by HBCU representatives and student scholars from all 50 states. Through networking and panel discussions, the conference is an opportunity for Ellucian to meet with HBCU leaders, deepen relationships, and develop initiatives with this critical part of the higher education community.

Ellucian has a five-year partnership with Year Up, a nonprofit organization dedicated to offering all students a pathway to economic success. In 2022, we continued our commitment to hiring Year Up interns, bringing in three throughout the year and hiring all as full-time employees at the conclusion of their respective internships.



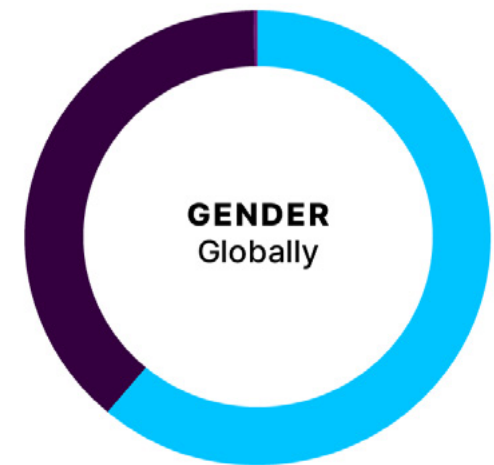
Workforce Representation data (Year-End 2022)



- North America **65%**
- APAC **24%**
- LAC **7%**
- EMEA **4%**



- White **69%**
- Asian **11%**
- Black **8%**
- Hispanic/LatinX **7%**
- Undeclared **3%**
- Other **2%**



- Male **61.20%**
- Female **38.70%**
- Non-Binary **0.08%**

*This report uses the terms “female” and “male” to reflect how Ellucian employees self-identified in response to historical data fields in our human resource management systems. In 2022, Ellucian added the option to identify as non-binary, or to express a preference not to disclose or describe gender. We also conducted our first-ever self-identification communications effort in 2022. These figures are a snapshot of employee response as of year-end 2022. We expect more employees will take the action to self-identify in 2023 and into the future.

Diversity, Equity, and Inclusion Priorities for 2023

We will grow our investment in DE&I across four pillars:



Education

Develop and launch a comprehensive DE&I education plan



Representation

Attract and retain underrepresented groups at every level



Accountability

Build a leading accountability system



Partnerships

Strengthen institutional partnerships and brand

Ellucian Employee Resource Groups (ERGs)

Ellucian sponsors multiple employee-led Employee Resource Groups (ERGs) focused on creating a diverse, safe, and inclusive workplace that supports personal and professional development.



CARES

Supporting employees who are caregivers



Go Green

Creating and promoting more sustainable and eco-friendly practices



Harmony

Asian & Pacific Islanders building a community to promote growth, encourage learning, and empower connections



Lean In Circles

Empowering women



Next

Early career professionals offering opportunities to network, develop, and grow



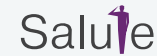
Orbit

Supporting and empowering remote workers



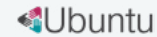
Prism

Celebrating our LGBTQ+ community and allies



Salute

Recognizing and supporting veterans, active-duty military personnel, military families, and supporters



Ubuntu

Impacting change and elevating Black voices



Wepa

Educating and advancing Latino diversity



Women in Technology

Bringing together women and their allies to empower and support advancement

Ellucian Lean In Circles

The Ellucian Lean In Circles (LICs) program was established in 2014 to provide a space for employees of all genders to learn from one another, while supporting and achieving personal and professional goals. Today, there are 11 LICs representing all regions and more than 300 employees who have participated in the program.

Lean In Circles focus on three specific areas of growth. The professional aspect emphasizes networking, sustaining a healthy work/life

balance, and upward mobility. The personal aspect places strong emphasis on building confidence, increasing emotional intelligence, and setting and achieving personal goals. The third aspect, called "Circle," focuses on building and maintaining healthy relationships, while fostering collaboration, coaching, and mentorship.

Women in LICs have reported improvements in professional development, increased feelings of empowerment and influence, and stronger

networking connections across the company.

Each LIC is comprised of 10 to 15 members. As of this year, there are five LIC groups operating in the U.S., two in Bangalore, and one respective to Mexico, Canada, Dubai, and the United Kingdom.



Honor Foundation—Salute ERG

Ellucian's Salute Employee Resource Group (ERG) supports military veterans, active-duty family members and allies throughout the year. Programming offered by the group to Ellucian employees includes a year-end Toys for Tots donation drive, and opportunities to celebrate Veterans Day and Memorial Day with service activities.

We interviewed Salute co-lead and Senior Consultant Miriam Foster who volunteers her time with the Honor Foundation, a career transition program for U.S. Special Operations Forces.

Ellucian: Please tell us about the Honor Foundation.

Foster: The Honor Foundation (THF) is a career transition program for U.S. Special Operations Forces that effectively translates their elite military service to the private sector and helps create the next generation of corporate and community leaders. This organization provides a clear process for professional development and a diverse ecosystem of world-class support and technology to U.S. Special Operations soldiers across all four branches on the military. Every step is dedicated to preparing participants to continuously realize their maximum potential during and after their service career. THF has eight locations where mentoring and coaching sessions are held, 1,600+ alumni, and 300+ executive coaches.

Ellucian: Please tell us about your experience volunteering with THF.

Foster: I meet with service members who are within 18 months of the end of their time in the military. We conduct mock job interviews and review their resumes. THF also offers networking events, which I have attended. In 2022, I transitioned to serve as an executive coach. Because I live close to a THF location on the North Carolina coast, I am able to meet in-person with the service members I coach on a regular basis. I also hold virtual coaching sessions for those in service in other parts of the country.

Ellucian: How do you see your service making a difference?

Foster: I am a veteran of the U.S. Marines who has had experience making my way out and having a successful career for over 20 years. I know what it is like to be terrified about leaving the service and unsure of what I would find in the civilian world. As a mentor, it's my goal to give them confidence and to be a sounding board. Across my career, I have been a hiring manager and looked at many resumes. My experience helps me connect with them and guide them because I have been in their shoes.

Ellucian: What would you tell others to encourage them to get involved?

Foster: If you have experience being a coach or mentor, I recommend learning more about THF and connecting with these men and women. To be able to help these deserving service members, who genuinely want and need to connect with you as they take their next big step in life, is truly gratifying.



FEATURE STORY

Swipe Out Hunger Campaign— Ubuntu ERG

The Ubuntu ERG continues to actively contribute to Ellucian's diverse culture with events and resources throughout the year. Notable activities include a session with guest speaker Shola Richards, who provided insight into how companies can build and sustain a compassionate workforce. Other events and learning activities recognized and celebrated our HBCUs and their traditions, and book clubs provided a space to celebrate and discuss Black authors.

In 2022, Ubuntu made a commitment to a nonprofit that works with over 550+ higher education institutions, of which a significant portion are Ellucian customers.

By ensuring students meet their basic food needs, the Ubuntu Swipe Out Hunger campaign extends Ellucian's commitment to student success. Ubuntu's campaign exceeded its goal of \$10,000 to raise \$21,000 in donations. When joined by Ellucian corporate contributions, Ubuntu's fundraising efforts raised a total of \$46,000 in 2022. Swipe Out Hunger's Executive Director Jamie Hansen shared the following about the campaign:

“The partnership between Ellucian and Swipe Out Hunger highlights what is possible when two communities dedicated to upholding equity and justice listen and learn from one another. The team at Ellucian is as diverse as the students and campuses Swipe Out Hunger serves. Through our partnership, you have the opportunity to turn to your neighbor and help remove the barriers of higher education attainment. Your investments in our mission provide direct hunger relief support to students today, while also advancing our advocacy efforts aimed at supporting students experiencing hunger tomorrow. This partnership will have an impact for years to come!”

HBCU Week at The White House

In September, Ellucian had the privilege of participating in strategic conversations and celebrations taking place during [National HBCU Week at The White House](#)—an initiative to advance educational equity, excellence, and economic opportunity through Historically Black Colleges and Universities (HBCUs). The conference was held virtually as well as in person and offered a career fair to help students build their network and future after graduation. There were over 2,000 attendees from HBCUs in all 50 states, along with 86 HBCU student scholars.

Ellucian has participated in this conference for over six years and has had the opportunity to deepen relationships with HBCUs via our technology partnerships. Out of the 101 institutions present, 67 currently use Ellucian products or services.

Ellucian's support of HBCUs was highlighted during a panel featuring our Chief Information Security Officer Josh Sosnin and President of Tougaloo College Dr. Carmen Walters. The session, focused on cybersecurity, recounted Tougaloo's ransomware attack experience and the critical role Ellucian played in securing the IT infrastructure to continue serving students.



Another highlight was a fireside chat with Founder, Chairman, and CEO of Vista Equity Partners Robert Smith, President of Delaware State University and Chair of the White House HBCU Advisory Board Dr. Tony Allen, and VP, Deputy General Counsel of Cisco Saidah Grayson Dill on developing long-term partnerships between the higher education industry and HBCUs.

Overall, the week provided Ellucian an opportunity to connect with our customers and the HBCU community, relationships that will help shape the future of higher education.

India ReStart Program

In February, Ellucian announced the beginning of the ReStart program. In India, nearly 48% of women leave their jobs or careers to focus on familial responsibilities and a variety of other reasons. Because technology evolves quickly, returning to the workforce after a break can be a daunting challenge.

ReStart is aimed to bridge the gap for women who wish to resume their careers after a break. Program participants will undergo intensive, hands-on training working alongside existing teams as they upscale and rescale. They have dedicated mentors and access to tools, resources, and all the support necessary to achieve success.

ReStart has been a success in India, with four women participating and two being hired full-time in 2022. This program has provided Ellucian with an opportunity to grow as these talented women return to the workforce. It is yet another demonstration of the company's commitment to diversity, equity, and inclusion, and supporting a culture of learning. Our goal is to scale this program to other parts of the world in 2023.



IMPACT STORY

DC Capital Pride Parade

In June 2022, Ellucian took part in the D.C. Capital Pride Parade for the first time as an official participant. President and CEO Laura Ipsen joined over 50 employees to march in the parade alongside an official Ellucian Pride Parade float.

“Ellucian’s participation in the D.C. Capital Pride Parade as a Bronze Advocate really demonstrates our company’s commitment to and support for the LGBTQ+ community and employees,” said Jonathan Garete, co-lead for Ellucian’s Prism Employee Resource Group (ERG), which is dedicated to supporting Ellucian’s LGBTQ+ community. “Being on the float and marching in the parade was an experience I will never forget. Everyone in attendance was able to come as their true self and be celebrated within the community. Love wins!”

Parades are a central part of Pride Month, celebrated across the U.S. each June as an opportunity to champion LGBTQ+ rights and the community’s impact. Ellucian’s Prism ERG led the company’s involvement.

While Pride Month celebrations are an important part of Ellucian’s support, Prism has events year-round that help to educate, bring together, and uplift employees. Other events in 2022 included a guest speaker on personal pronouns and why they matter and a recognition of Spirit Day focused on addressing bullying of LGBTQ+ youth.

Prism partnered with employee communications and Salute for our first-ever employee self ID campaign in which employees could voluntarily include their pronouns and veteran status in their company file. Prism also made donations to organizations supporting the LGBTQ+ community, including GLAAD, the Human Rights Campaign, the Trevor Project, and the Colorado Healing Fund to support the victims’ families and survivors of the Club Q Shooting.



Hour of Code Event—Women in Tech (WIT) ERG

In early December 2022, a few WIT members came together to volunteer for Hour of Code, a one-hour introduction to computer science. This event was designed to demystify “code” for school-age kids, broaden their participation in the field of computer science, and—within WIT—encourage volunteerism.

Ellucian employee Debbie Stratton spent a morning at her local elementary school in Charleston, Illinois with two fifth-grade classes. Following the event, she reported back that the event was a resounding success, and that both teachers made classroom accounts to continue the activities with their students. Stephanie Sinclair and Emma Marshall led similar volunteer efforts at local public schools in Boston, Massachusetts.

Additionally, Muktamala Choudhury and Diwakar Gupta organized a group in the Bangalore office, training 40+ instructors to teach coding to approximately 100,000 rural school-age children in India by the end of 2023.



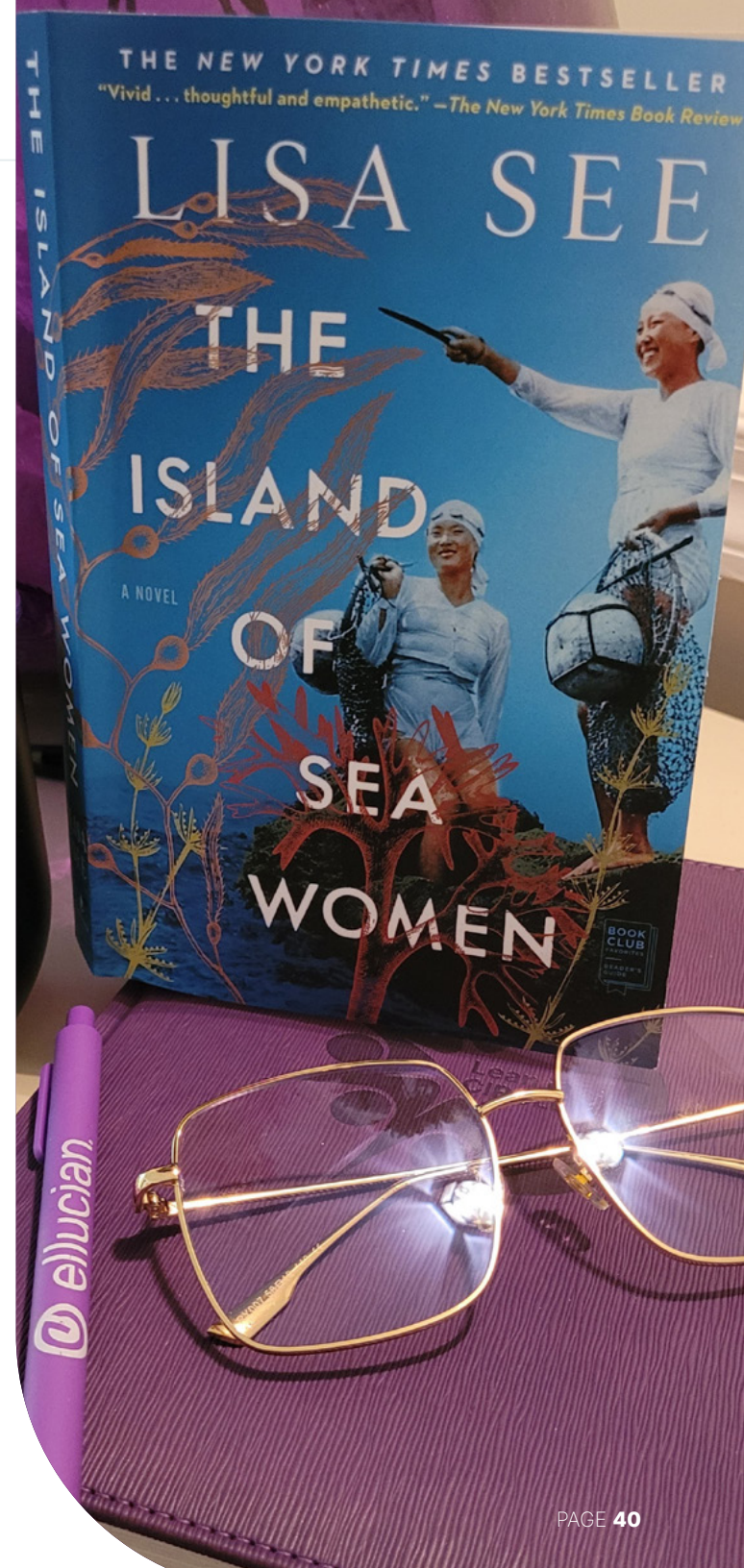
IMPACT STORY

The Ellucian Book Club

The Ellucian Book Club was founded by employee Veronica Chappelle-McNair in 2020 to create opportunities for discussion outside her workgroup. In addition to member nominations, topics are now chosen in partnership with Ellucian ERGs to feature books centered around essential cultural issues that affect Ellucian employees and customers.

For example, in honor of Black History Month, the book club partnered with the Ubuntu ERG to discuss *The Fire Next Time* by James Baldwin. This 1963 nonfiction book features two essays examining the central role of race in American history as well as the relationship between race and religion.

In 2023, the Ellucian Book Club will continue to create opportunities for building community and connection among employees through reading.



Employee Health and Well-being



Our Initiatives

Ellucian is committed to ensuring a safe and healthy workplace that meets the diverse needs of employees.

Our commitment is demonstrated through a comprehensive benefits portfolio for employees, their children, spouse, or domestic partner.

Comprehensive Employee Benefits

Ellucian offers a wide range of benefits, some of which are highlighted in this section. You can learn more about Ellucian's comprehensive benefits to support employee health and well-being at careers.ellucian.com/ellucian-life#benefits-wellness

Health

From flexible telemedicine and virtual fitness platforms to counseling and family planning assistance, Ellucian is committed to providing all the resources our employees need to be healthy in every area of life.

Leave

We offer a range of leave options including generous paid vacation time off and parental leave for the birth or adoption of a child.

Flexibility

We have embraced a hybrid work environment, which enables remote and in-person collaboration.

Wellness

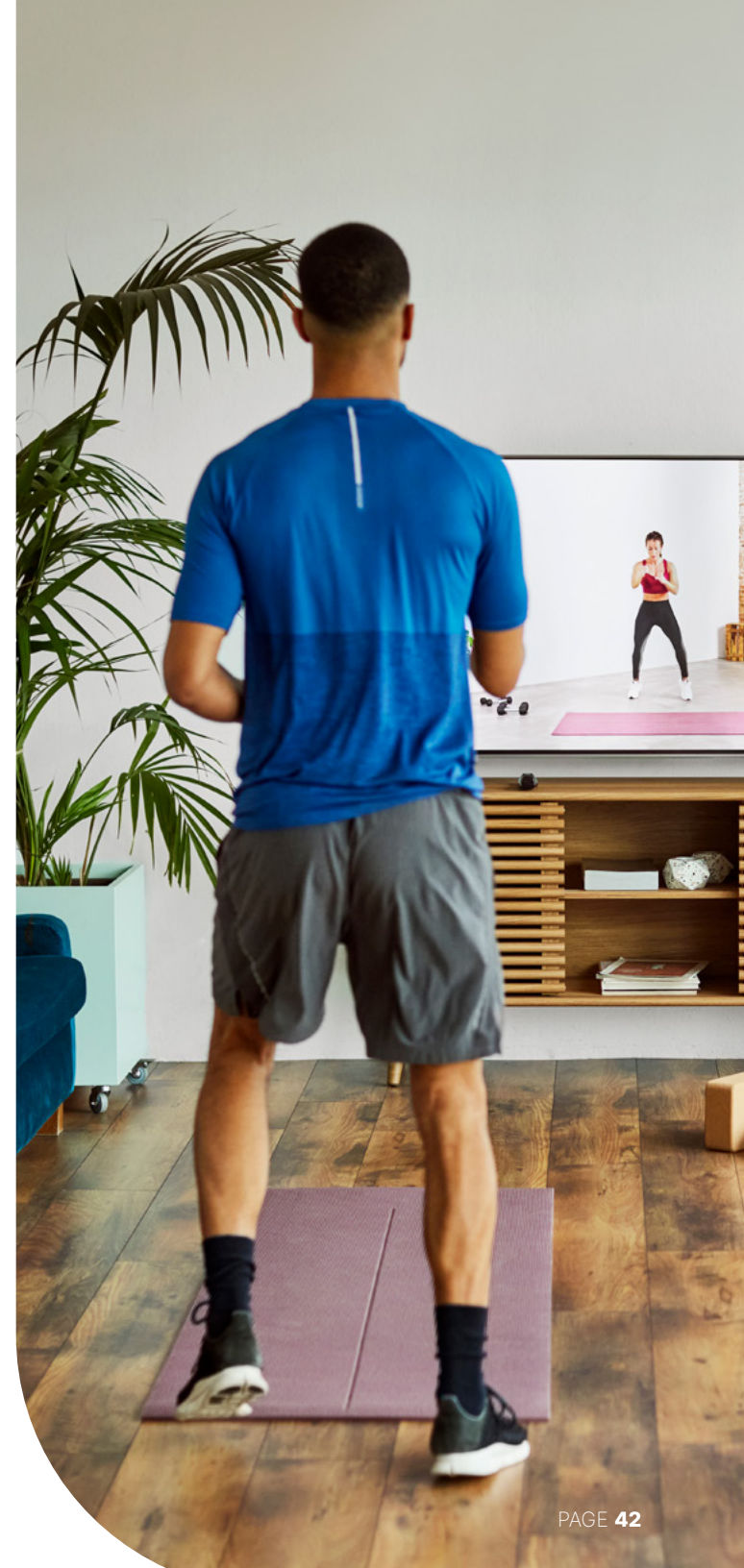
Employees receive a stipend for items and services that support physical and financial health, such as workout gear, massage therapy, home office accommodations, tax prep, student loan repayment, and more.

Financial

We provide generous retirement and life insurance offerings, plus access to tailored financial education and planning assistance for all financial goals.

Learning

Employees can access programs to support professional development and lifetime learning opportunities.



FEATURE STORY

Committed to Employee Health and Well-being

Ellucian offers a wide range of programs to help our employees stay healthy, meet long-term financial and educational goals, protect income, and balance the demands of work and personal life. Beyond private health coverages and retirement savings plans for employees, we offer several unique benefits.

- **Thrive Flex:** Thrive Flex offers support for personal wellness by providing a reimbursement stipend for activities and expenses related to physical health, financial wellness, and learning. These can include a gym membership, workout gear, massage therapy, and more.
- **Wellbeats:** As a complement to our traditional medical benefits plans, Ellucian has partnered with Wellbeats to deliver virtual fitness and well-being classes 24/7 to our employees globally. Whether at home or on the go, Wellbeats is an easy-to-use, on-demand fitness platform to help our employees feel happier, healthier, and stronger. Classes offered are a mix of strength training, dance, cardio, meditation, and everything in between.
- **Ginger:** Paying attention to our mental health has never been more important. Ellucian employees have access to Ginger, a free, confidential, app-based mental health program designed to help employees and their family members dealing with depression, anxiety, and many other stressors. On-demand resilience exercises, connection with a mental health coach, and the opportunity to talk with a therapist or psychiatrist are all part of this no-cost resource. All Ellucian employees and their dependents age 18+ are eligible to use Ginger.
- **Rethink:** Ellucian also offers the Rethink program, which gives families 24/7 access to videos, assessments, and one-on-one virtual consultations with a team of behavioral therapists and special educators to help employees understand, teach, and better communicate with their children. This resource specializes in care for children with learning, social, or behavioral challenges and developmental disabilities, and is offered at no cost to all employees.

Supporting Remote Employees

Ellucian has an extensive set of resources to ensure we support a learning culture for remote-working employees through Ellucian Academy courses and materials. We also offer mental and physical well-being platforms and tips, and a dedicated Employee Resource Group (Orbit) that supports and empowers remote-working employees across the business. In addition, we encourage all employees to participate in “Zoom Out Wednesdays,” a four-hour weekly slot that can be used for learning and concentration time.



Responsible Supply Chain



Responsible Supply Chain

Ellucian's supply chain impacts our stakeholders and communities. We aim to leverage best practices in supply chain management to create value and mitigate risks wherever possible.

Ellucian has long had policies in place to ensure our supply chains are free of modern slavery and human trafficking. We mandate that all suppliers adhere to our Supplier Code of Conduct, which requires the highest standards in the treatment of employees. This includes providing safe working conditions, treating workers with dignity, and acting ethically.

All Ellucian suppliers are vetted to ensure the information they provide to us is accurate. In the U.S. and India, third-party employment agencies assist us in sourcing labor and validating the labor practices of any new agency before we accept services from them.

Our Supplier Diversity Program focused on building a strong foundation last year through benchmarking, education, and acquiring important data tools like Supplier.io, an up-to-date database of certified diverse suppliers in the U.S.

In 2022, approximately 2.7% of Ellucian's total Tier 1 procurement spend supported diverse businesses.³ We have now developed a 2023–2025 program roadmap outlining measurable targets, as well as communication and process milestones, with the goal of increasing Ellucian's expenditures with diverse suppliers.

Our executive leadership team is investing in the tools and team needed to expand diversity in our supply chain.

As we execute our roadmap, we will continue:

- Actively seeking and expanding our network of diverse suppliers through strategic partnerships
- Measuring the effectiveness of our supplier diversity efforts year over year
- Reporting the percentage of diverse spend in our annual Impact Report to encourage transparency and accountability
- Tracking certified suppliers within the following categories:
 - Women-owned businesses
 - Minority-owned businesses (racial or ethnic)
 - Veteran-owned businesses
 - Disabled-owned businesses
 - LGBTQ+ owned businesses



Data Security and Privacy

As a software company, data security and privacy are of utmost importance to us. Improper use of or access to data can result in negative consequences for our employees, customers, partners, and communities and lead to a loss in revenue, trust, and privacy.

At Ellucian, we rely on our data security and privacy policies and practices to drive behavior, enforce rules, and provide guardrails to ensure protection of our data assets. Our global team of information security and cloud experts work 24/7 to keep our customers' data private and secure.

Our information security program is modeled after and certified to the ISO27001:2013 Information Security Management System framework. The ISO certification demonstrates Ellucian's commitment to security across its products and cloud services and demonstrates the effectiveness of our security controls. We are also compliant with several international industry security standards and regulations for cloud platform solutions.

Each year, an independent audit firm conducts our annual Service Organization Control (SOC) audits. The SOC1 and SOC2 Type II reports are available to customers for review upon request and execution of a non-disclosure agreement. The SOC3 report is publicly available on our website.

Rigorous testing is critical before our software is released to the market. Ellucian partners

with third-party vendors annually to perform penetration testing to assess the security of our cloud solutions environments and applications. We conduct ongoing crowdsourced testing through a private bug bounty program where our products are continuously tested by expert ethical hackers and managed by HackerOne.

Our [Responsible Disclosure Policy](#) values and honors the assistance of security researchers and others in the security community in keeping our systems secure. We thank those who have helped so far by honoring them on our [Security Researcher Hall of Fame](#).

Ellucian has a detailed incident response plan in place in the event of a security incident, and 24/7 monitoring for its security systems and alerts. Our incident response protocols align with the U.S. Computer Emergency Readiness Team (US CERT) and the National Institute of Standards and Technology (NIST).

We also offer thought leadership through the [Ellucian blog](#) to guide our customers on best practices and the latest updates in data security and privacy. Blog posts published focus on topics including steps for conducting a risk assessment and how our customers can protect information on mobile devices.

To learn more about our key infosec practices, please read our [cloud security paper](#) and visit our website, which goes into greater detail about all our data security and privacy initiatives.



Ethics and Compliance

Our most valuable asset as a company is our reputation. Our customers trust us to conduct business responsibly and ethically. Our [Code of Conduct](#) provides all Ellucian employees and board members with a guide for navigating decisions that could create a conflict of interest or risk harm to a team member or customer relationship.

On an annual basis, employees are required to read and certify their understanding of the Code. The document provides a summary of Ellucian's policies and provides a useful framework for evaluating challenging situations.

When confronted with a potentially problematic issue, users of the Code are encouraged to ask:

- Does the conduct comply with the Code and other Ellucian policies?
- Is the conduct legal, ethical, and socially responsible?
- Does it feel right?
- Is there someone I should consult for advice or approval?
- How would the person I respect the most view this decision?
- How would this look in the media and to our investors?

Employees who observe behavior they suspect may be a violation of the Code are provided with an alert line, accessed at [Ellucian.ethicspoint.com](https://ellucian.ethicspoint.com), to anonymously report concerns. Ellucian has zero tolerance for retaliation against someone who reports a concern.

The Code also includes a focus on people managers in the company who have an important role to play in modeling and supporting adherence to the Code. Expectations of managers include creating an inclusive environment, encouraging a speak-up culture, and listening to concerns. Managers also play a critical role in ensuring no retaliation is taken against employees who report a Code violation.

The Ellucian ecosystem includes a range of partners and suppliers, all of whom are critical to delivering solutions and services to our customers. Partners and suppliers are an extension of Ellucian and are expected to act in a way that is consistent with our Code. If these expectations are not met, appropriate actions are taken.



Looking Ahead



LOOKING AHEAD

Ellucian's commitment has never been stronger to reduce our impact on the environment, effectively serve our communities, and cultivate diversity, equity, and inclusion. Through this work, we are living our values and building trust with our customers, employees, partners, and communities.

Our focus on reducing our greenhouse gas (GHG) emissions has been prioritized from the start 2023. We have set our target to reduce GHG emissions by 25% across Scopes 1, 2, and 3 through a years-long emissions reduction plan. A cross-company team of leaders will also work together to integrate sustainability across all business decisions. This will occur in parallel with offsetting our emissions from 2022 through the purchase of carbon credits that support climate action projects.

Ellucian employees continue to be extremely active in their communities, leveraging our charitable leave benefit granting 40 available hours per year. We will continue to seek out and strengthen partnerships with nonprofits to support students in our communities throughout their educational journeys. All charitable giving will be evaluated on an ongoing basis to ensure a meaningful impact is being made in our communities.

We will also continue to learn more about the needs of students outside the U.S. who are supported by initiatives like the Ellucian Foundation's PATH Scholarship program. By working more closely with higher education institutions around the world, we will optimize our non-U.S. grant programs to best meet those students' needs.

And finally, we continue to uphold our commitment to student success by transforming how institutions serve their students and meet their goals. As the market leader focused exclusively on higher education, our solutions power our customers to empower student success, build institutional resilience, and unlock innovation now and into the future.

In 2023 and beyond, we will keep students at the center of all we do. You can read more about our work at www.ellucian.com.

NOTES

1. Espinosa, Lorelle L., Taylor, Morgan, Turk, Jonathan M., American Council on Education and Center for Policy Research and Strategy, Pulling Back the Curtain: Enrollment and Outcomes at Minority Serving Institutions, (Washington, D.C., 2017), [Pulling-Back-the-Curtain-Enrollment-and-Outcomes-at-MSIs.pdf \(acenet.edu\)](https://www.acenet.edu/Pulling-Back-the-Curtain-Enrollment-and-Outcomes-at-MSIs.pdf)

2. **Methodology:** Scope 1 and Scope 2 GHG emissions in the Greenhouse Gas Emissions Statement and related notes have been prepared in accordance with the World Resources Institute / World Business Council for Sustainable Development's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively referred to as the "GHG Protocol"). Scope 3 GHG emissions have been prepared with reference to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard.

Organizational Boundary: Ellucian uses the operational control approach to set organizational boundaries and consolidate GHG emissions, which means we account for emission from operations over which we have full authority to introduce and implement operating policies. Ellucian presents emissions from activities within our value chain, but outside of Ellucian's operational control, under scope 3 emissions.

Operational Boundary: Scope 1 emissions are direct emissions from the combustion of fuel from sources inside the organizational boundary and include leaked emissions from refrigerant gases. Scope 2 emissions are indirect emissions from the generation of acquired and consumed electricity, steam/heat or chilled water occurring at sources outside of the organizational boundary resulting from activities from sources inside the organizational boundary, and include: purchased electricity, steam, heat, and cooling. Scope 3 emissions are indirect emissions from sources outside the organizational boundary resulting from activities of Ellucian and include data center services under Category 1 purchased goods and service, air, rail, road, and hotel services under Category 6 business travel.

3. Diverse spend includes U.S. source-able, Tier 1 spend (excludes taxes, real estate, sponsorships, and medical/dental self-insured benefits). Diverse businesses included are certified as women-owned, minority-owned, veteran-owned, disabled-owned, and/or LGBTQ+-owned.

